Topics for Today

• Introduction to ECS & Services Provided
• Importance of Internships
• College Recruiting Process
• What Employers Want
• Career Development Plan
• Questions
The Employment Process is a Multi-Year Process that Starts Freshman Year

Step 1: Understand Employers and the College Recruiting Process
Step 2: Determine Career Goals and Skillset
Step 3: Identify Preliminary Target Employers and Industries
Step 4: Develop Effective Marketing Materials
Step 5: Search for Specific Employment Opportunities and Research

Step 6: Network (at Career Fairs and Otherwise)
Step 7: Interview and Follow-up
Step 8: Evaluate Offers
Step 9: Sign Employment Contract and Celebrate
Step 10: Inform Engineering Career Services and Discontinue Your Job Search
Services Provided

• Career Development & Classroom Presentations
• Individual Advising
• Online Educational Materials
• CyHire
• Career Fairs
• On-Campus Interviews
• Experiential Education
• Employer Relations

All Services Provided at No Cost
CyHire

Student, Alumni and Employer Services

• Job Postings:
  – Full-time: 2,600+/year
  – Internships: 1,800+/year

• On-Campus Interview Scheduling

• Company Information

• Career Events

High Utilization
• 76% of Students Utilize
On-Campus Interviews

- 4,500 - 5,000 on-campus interviews conducted each year
- Over 2,000 of these occur the day after the fall career fair
Experiential Education in the Workplace (Semester Co-ops and Summer Internships)

Learning outside of the traditional classroom environment

A place to:

• Make the connection between theory and practice
• Build practitioner skills and workplace habits
• Develop and demonstrate competencies

Tell me and I will forget.
Show me and I may remember.
Involve me and I will understand.

Chinese Proverb
Experiential Education Program
Barrier-Free Environment

• Not required but highly encouraged
• No defined start date
• No GPA requirement but the student must be in Good Academic Standing
• No fees to student or employer
• No tuition and full-time student status is retained
Co-op and Intern Earnings
All Engineering Internships & Co-ops are Paid Positions

Academic Year
2018 – 2019

537 Companies employed

1117 Students who earned

$16,306,501

Numbers reflect registered work experiences only
Does Experiential Education Matter?

Graduates Reporting Placement at Graduation:

**Multiple Experiences:** 83%

**One Experience:** 76%

**No Professional Work Experience:** 38%

At six months post graduation, 95% of engineering graduates have accepted employment or made plans to attend graduate school.
College Recruiting Process

- On-line Job Board (CyHire)
- Career Fairs
- Company Information Events
- Networking Events
- On-Campus Interviews
- On-Site Interviews

Lead to Job Offers!

The Best Time to Connect with Employers is While a Student!
1,400 Employers Recruit ISU Engineers Each Year
Where Are Our Students Employed?

Employment locations for a five year period
Why Do Employers Hire ISU Engineers?

Employers want students with:
• A good understanding of engineering fundamentals
• Technical & Professional skills
• Hands-on work experiences (AKA Experiential Education)
• Good character & positive attitude

ISU’s excellent curriculum, great student organizations, and strong experiential education programs all contribute to meeting these needs.
GPA and Job Opportunities

• Generally, the higher the GPA the better
• A 3.00 GPA or better will meet the qualifications of most job openings
• Focus on grades should not result in exclusion of internships and other leadership/team building activities
What employers look for on resumes...

- Matching interests
- Education & GPA
- Engineering & other skill-building work experiences
- Teamwork & leadership experiences
# Four-Year Career Plan

## Freshman Year
- Attend Clubfest and get involved in an engineering student organization.
- Bookmark and review the Engineering Career Services website (see URL below).
- Listen to Engineering Career Services in Engr 101 class and read ECS emails.
- Login and update your CyHire (Career Services Management System) account: cyhire.iastate.edu
- Update your resume or create one. A resume is used to apply for all jobs.
- Attend company information sessions and ECS seminars to learn from employers and career services professionals.
- Attend the fall and spring career fairs to practice networking, and learn about employers and future employment opportunities. Attend all fairs every year!

## Sophomore Year
- Volunteer for tasks or project leadership positions in your student organizations to develop teamwork, planning, communication, and other skills.
- Revisit the ECS website and learn more about job searching, resume development, and other 'best practices' in preparation for an internship.
- Update your resume to reflect new leadership and/or work experiences.
- Refine your professional image by having a professional voicemail message and posting professional material on your social media accounts.
- Attend information sessions, workshops, and career fairs with the intent of developing and marketing yourself for internships.
- Use CyHire regularly to check job listings, track company on-campus events, research companies, and manage resumes and letters.

## Junior Year
- Attend an ECS resume workshop and update your resume.
- Attend seminars on cover letter writing, interviewing, etc. to refine your skills.
- Continue to seek out leadership positions and consider becoming an officer of a student organization.
- If your path is graduate school, work with faculty on an undergraduate research project, seek advice from faculty and grad students, begin researching schools, and prepare to take entrance exams.
- Plan your technical electives to match specialty areas and industry preferences.
- Attack the career fairs hard! Talk with companies, big and small, with the goal of obtaining multiple interview opportunities and landing an internship!

## Senior Year
- Prepare well for the fall career fair and recruiting season. Many companies attempt to fill most of their full-time positions during this period.
- Connect with past company contacts and network to create new contacts to maximize your full-time job opportunities.
- Continue utilizing CyHire as your primary job search tool, but also use secondary sources like company websites, other job boards, and professional organization resources since not all companies recruit at ISU.
- Attend an ECS seminar on evaluating job offers, and use our website information and salary data to prepare for the exciting task of considering offers.
- Just prior to graduation, please respond to our placement survey so we can satisfy our federal reporting requirements. The data also helps the ISU engineers that follow you!
1st Year Action Plan For Students

• Review Online Materials for Best Practices
• Attend Career Seminars
• Join and Be Involved – Student Orgs/Clubs
• Build an Effective Resume
• Start Using CyHire
• Attend the Career Fairs and Start Networking

I MUST take action to be successful

Iowa State University
College of Engineering
Your Action Plan

• Encourage and support:
  – Participation in career fairs and other networking events
  – Completion of internships
  – Involvement in skill-building activities
  – Use of Engineering Career Services

• Help your student develop their professional network (make introductions)
Summary: By the Numbers

- $16,306,501: Co-ops & interns combined annual income
- $65,965: Average Starting Salary for 2017-2018 (BS degree)
- 4,500+: Engineering on-campus interviews/year
- 500+: Alumni return to recruit at each career fair
- 95%: In-profession outcomes (*six months post-grad*)
- 75%: BS graduates who have professional experience
- $19.28: Average hourly rate for co-ops/interns
- 3: Career fairs each year
- 1: Amazing adventure
- $0: Cost for comprehensive career services at ISU